

THE EXTRA POINT

BY JERRY ROBERTS



397 What's In It For a Mentor?

I've frequently mentioned the value and importance of finding qualified mentors to help advance your career. I believe in it. What we haven't discussed is how this relationship benefits the mentor. I'm Jerry Roberts and that's up next. on The Extra Point.

It has long been known that recruiting good mentors can result in a more positive outlook in work and life, which we know can lead to advancing farther in our career and making more money, as well as greater job satisfaction and enjoyment. In turn, those factors can also contribute to improved health.

There are a lot of benefits attached to developing solid relationships with mentors and I strongly suggest you pursue those opportunities.

As mentioned, what we haven't considered is what the mentor receives from the arrangement. If you're someone who has considered becoming a mentor, what's in it for you?

First, you might be asking yourself, "Why would anyone want me for a mentor?" This is almost always based on your career and the skills you've picked up. Here's the key: in a sentence or two, what are you best known for? Are you a great electrician, chef, human resources specialist, investigator, salesperson, accountant, water quality technician...whatever you've done, other people are doing that job right now and could benefit from learning at the hands of someone who has excelled in their field.

Second, you might want to know, "How would I even begin to provide mentoring to someone? Do I just wait around until the phone rings, or can I be more proactive than that? I endorse the proactive stance. You can send a letter or email to the human resources manager in organizations where your line of work is performed, and let them know you're available.

Not to hire on to work, but to help and advise

others if they're interested. Next, "Can I get paid for mentoring?" Sometimes, but it might not happen right away. Your compensation may wind up being the satisfaction of helping someone else reach higher and achieve more.

For many, other than having the coffee and maybe a lunch paid for, satisfaction is all they'll get and they're fine with it. That said, I've heard stories of mentors who worked with one person in a large organization, and the feedback was so positive and strong that the senior leadership asked the mentor to accept a contract to deliver the same services to entire teams of workers.

Money is fine if you can make some while mentoring, but I think the real payback is giving a chunk of yourself to someone else. When you get to a point in life when you're recognized for certain achievements and/or abilities, you may welcome the idea of sitting across from a young person who's full of energy and promise, with the opportunity to give them a jumpstart in their life. That's pretty exciting. What if you're the one who gives them the encouragement and ideas that launch a great career?

Some older mentors like the idea of staying in the game and providing value, at time when so many other retirees just sit home, looking for something to do.

Tomorrow, we'll explore mentoring further, as we talk about setting expectations for both the mentor and the mentee.

That's The Extra Point. Get out there and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

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